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8 UNITED STATES DISTRICT COURT  
9 SOUTHERN DISTRICT OF CALIFORNIA  
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11 UNITED STATES OF AMERICA, ex.  
12 rel. JAVIER LIM,  
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14 Plaintiff-Relator,  
15 v.  
16 SALIENT FEDERAL SOLUTIONS  
17 INC., a corporation, BRAD ANTLE, an  
18 individual, J.D. KUHN, an individual and  
19 DOES 1-100 inclusive,  
20 Defendants.

Case No.: 16-cv-740-GPC-AGS

**ORDER GRANTING IN PART AND  
DENYING IN PART DEFENDANTS'  
MOTION TO DISMISS**

**[DKT. NO. 21]**

19 Before the Court is Salient Federal Solutions, Inc. and Salient CRGT Holdings,  
20 Inc. ("Defendants") Motion to Dismiss. Dkt. No. 21. This motion to dismiss was filed  
21 on March 15, 2018. On April 5, 2018, Plaintiff-Relator Javier Lim filed a response in  
22 opposition and an affidavit to support that opposition. Dkt. No. 23-24. Defendants filed  
23 a Reply on April 20, 2018. Dkt. No. 25.

24 Defendants move pursuant to Rule 12(b)(6) to dismiss Count IV of his complaint  
25 on the grounds that Relator's Complaint fails to allege facts to support the essential  
26 elements of his False Claims Act ("FCA") retaliation claim. Defendants move to dismiss  
27  
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1 Counts I-III of the Complaint with regard to a set of allegations related to 2015 General  
2 and Administrative Expenses for failure to plead with particularity under Rule 9(b).

3 Pursuant to Civil Local Rule 7.1(d)(1), the Court finds the matter suitable for  
4 adjudication without oral argument. For the reasons set forth below, the Court will  
5 **GRANT in PART and DENY in PART** Defendants' Motion to Dismiss.

## 6 **I. LEGAL STANDARD**

### 7 **A. Rule 12(b)(6)**

8 A motion to dismiss under Federal Rule of Civil Procedure 12(b)(6) tests the  
9 sufficiency of a complaint. *Navarro v. Block*, 250 F.3d 729, 732 (9th Cir. 2001). Dismissal  
10 is proper where there is either a "lack of a cognizable legal theory" or "the absence of  
11 sufficient facts alleged under a cognizable legal theory." *Balisteri v. Pacifica Police Dep't*,  
12 901 F.2d 696, 699 (9th Cir. 1990). To survive a motion to dismiss, the plaintiff must allege  
13 "enough facts to state a claim to relief that is plausible on its face." *Bell Atl. Corp. v.*  
14 *Twombly*, 550 U.S. 544, 570 (2007). While a plaintiff need not give "detailed factual  
15 allegations," a plaintiff must plead sufficient facts that, if true, "raise a right to relief above  
16 the speculative level." *Id.* at 545. "[F]or a complaint to survive a motion to dismiss, the  
17 non-conclusory 'factual content,' and reasonable inferences from that content, must be  
18 plausibly suggestive of a claim entitling the plaintiff to relief." *Moss v. U.S. Secret Serv.*,  
19 572 F.3d 962, 969 (9th Cir. 2009).

20 In reviewing a motion to dismiss under Rule 12(b)(6), the court must assume the  
21 truth of all factual allegations and must construe all inferences from them in the light most  
22 favorable to the nonmoving party. *Thompson v. Davis*, 295 F.3d 890, 895 (9th Cir. 2002);  
23 *Cahill v. Liberty Mut. Ins. Co.*, 80 F.3d 336, 337-38 (9th Cir. 1996). Legal conclusions,  
24 however, need not be taken as true merely because they are cast in the form of factual  
25 allegations. *Ileto v. Glock, Inc.*, 349 F.3d 1191, 1200 (9th Cir. 2003); *W. Mining Council*  
26 *v. Watt*, 643 F.2d 618, 624 (9th Cir. 1981). Moreover, a court "will dismiss any claim that,  
27 even when construed in the light most favorable to plaintiff, fails to plead sufficiently all  
28

required elements of a cause of action.” *Student Loan Mktg. Ass’n v. Hanes*, 181 F.R.D. 629, 634 (S.D. Cal. 1998).

### **B. Rule 9(b)**

The FCA is an anti-fraud statute and requires fraud allegations such that complaints alleging FCA violations must fulfill the requirements of Rule 9(b). *Bly-Magee v. California*, 236 F.3d 1014, 1018. Under Rule 9(b), a heightened pleading standard applies to complaints alleging fraud, requiring that they state “with particularity the circumstances constituting fraud or mistake.” *Cafasso v. Gen. Dynamics C4 Sys.*, 637 F.3d 1047, 1054 (9th Cir. 2011). To satisfy Rule 9(b), a pleading must identify the “who, what, when, where, and how of the misconduct charged,” as well as “what is false or misleading about [the purportedly fraudulent] statement and why it is false. *Id.* at 1055. Claims of fraud or mistake—including FCA claims—must be plead with particularity and must also plead plausible allegations under *Ashcroft v. Iqbal*, 556 U.S. 662 (2009). *Id.*

## **II. BACKGROUND**

### **A. Procedural History**

Plaintiff filed this FCA action under seal on April 4, 2016. Dkt. No. 1. On February 23, 2018, the United States declined to intervene in the case. Dkt. No. 13. That same day, this Court ordered that the Complaint be unsealed and served upon the Defendants.<sup>1</sup>

### **B. Facts**

Plaintiff-Relator Javier Lim was a project control analyst for Defendants between May 2008 and October 9, 2015. Compl. ¶ 9. Defendant Salient Federal Solutions was a Delaware corporation that serves as a prime contractor and subcontractor for the United States Government and is a subsidiary of Salient CRGT Holdings, Inc. *Id.* ¶¶ 10-11. Brad Antle was Chief Executive Officer of Salient and is the current CEO of Salient CRGT and

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<sup>1</sup> Defendants assert that they were served on February 17, 2018 in violation of the Court’s Sealing Order. Dkt. No. 21. at 6. Plaintiffs respond that due to a clerical error they mistakenly served the federal sealed complaint, in lieu of a state court employment case on Defendants on that date. Dkt. No. 23 at 2.

1 allegedly approved the false claims submitted to the United States. *Id.* ¶ 12. J.D. Kuhn  
2 was the Vice President of Finance and Corporate Controller of Salient and now serves as  
3 Senior Vice President and Controller of Salient CRGT. *Id.* ¶ 13.<sup>2</sup> Kuhn allegedly ordered  
4 the false claims to be submitted to the United States and participated in prohibited uses of  
5 the General and Administrative (“G&A”) Expenses Pool. *Id.* ¶ 13.

### 6 **1. Overhead and Fringe Benefit Rate Scheme**

7 In April 2012, Salient was awarded a Global Command Terrestrial Communications  
8 Support Contract that was a “Cost Plus Fixed Fee” contract. *Id.* ¶¶ 17-19. Such contracts  
9 allow government contractors to charge actual costs of labor, plus a fixed percentage to be  
10 applied to the total cost of labor, with the fixed percentage to be applied determined by the  
11 labor pool that provided services for that particular contract. *Id.* ¶¶ 20-21. In 2015,  
12 Defendants submitted their 2014 Incurred Cost Claims to a Defense Contract Audit Agency  
13 for approval and payment. Defendants indicated that they had used an indirect labor pool  
14 that provided for a payment on a management overhead rate of 21.00% of the total labor  
15 (“Legacy Management” pool). *Id.* ¶ 24. Plaintiff alleges that Defendants actually used a  
16 labor pool that should have only provided for an 8.10% fixed overhead charge  
17 (“International” pool), resulting in an overcharge to the United States of \$709,468.63. *Id.*  
18 ¶¶ 25-26. Plaintiff alleges that in August of 2015, his supervisor and Director of  
19 Information of Systems, Jeremy Ross, approached relator and told him to change the GCTC  
20 contract fixed pool numbers from the International pool to Legacy Management pool. *Id.*  
21 ¶ 30. Plaintiff went to Director of Accounting Scott Thatcher, and asked why he was told  
22 to change the organization numbers. *Id.* ¶ 31. Thatcher responded that “it’s obvious they  
23 are trying to charge the government at a higher rate.” Similarly, Ross responded “it sure  
24 looks that way” in response to a question by Plaintiff as to whether the company was trying  
25 to bill the United States at a higher rate. *Id.* ¶ 33. Plaintiff alleges that at least two other  
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28 <sup>2</sup> Defendants Antle and Kuhn do not appear to have been served and no appearances have been entered  
on their behalf.

1 major contracts applied the wrong pool information to overcharge the United States. *Id.* ¶  
2 35.

## 3                   **2.     2010 General and Administrative Expense Pool (“2010 G&A** 4                   **Expense Pool”) Allegations**

5           Plaintiff alleges that in 2010 the entirety of pricing specialist Miranda Marlow’s  
6 annual salary was submitted to the G&A pool as costs when Ms. Marlow had actually been  
7 out for three months of family medical leave. *Id.* ¶¶ 44-46. Plaintiff alleges that a claim  
8 was submitted to the United States that included an entire year’s worth of salary. *Id.* ¶ 46.  
9 Plaintiff alleges that he filed a formal complaint to Lee Davis, Vice President of Contracts,  
10 upon discovery of this 2010 claim. *Id.* ¶ 47.

## 11                   **3.     2015 General and Administrative Expense Pool (“2015 G&A** 12                   **Expense Pool”) Allegations**

13           Plaintiff alleges that he became aware that Kuhn and Antle had both submitted  
14 personal expenses to the G&A Expense Pool. *Id.* ¶ 40. Antle allegedly submitted  
15 expenses to the G&A account including a \$50,000 annual golf resort fee, and used his  
16 personal expense account to fly first class while traveling on company business. *Id.* ¶¶  
17 40-42. Plaintiff further alleges that Kuhn knowingly benefitted from these same  
18 practices. *Id.* ¶ 43.

## 19                   **4.     Acts of Retaliation**

20           On or about July 28, 2010, Plaintiff met with Kay Curling, Senior Vice President  
21 regarding the 2010 G&A Expense Pool allegations. *Id.* ¶ 48. Plaintiff explained that Lee  
22 Davis, the Vice President of Contracts had submitted the 2010 false claim regarding Ms.  
23 Marlow. *Id.* ¶ 49. Davis was subsequently fired from Salient. Plaintiff alleges that he was  
24 suddenly restricted from the part of the payroll system that could verify promotions. *Id.* ¶  
25 52.

26           Plaintiff alleges that thereafter he received limited salary increases of 2.5-2.8%,  
27 while others received 6-7% increases. *Id.* ¶ 53. He also contests that Ms. Marlow was  
28 promoted to contract manager and paid substantially more than plaintiff even though they

1 were hired one week apart, shared the same office, and had substantially similar roles. *Id.*  
2 ¶¶ 55-56. In August 2015, shortly after Plaintiff learned of Defendants fraudulent  
3 submission on the GCTC contract, Plaintiff was told his employment would be terminated  
4 due to the merger between Salient and CRGT, Inc. *Id.* ¶ 57. Plaintiff was terminated in  
5 October 2015, while others “similarly situated” were terminated in December 2015. *Id.* ¶  
6 58.

### 7 **III. DISCUSSION**

#### 8 **A. Declaration in Opposition to Defendants’ Motion to Dismiss**

9 Relator submitted the Declaration of Javier Lim in Opposition to Defendants’  
10 Motion to Dismiss. Dkt. No. 24. In this Declaration, Relator asserts new facts related to  
11 his discharge. “In deciding a motion to dismiss, the court can consider only the pleadings  
12 and documents that are incorporated by reference therein or are properly the subject of  
13 judicial notice.” *Gerritsen v. Warner Bros. Entm’t Inc.*, 112 F. Supp. 3d 1011, 1020 (C.D.  
14 Cal. 2015). Courts “regularly decline to consider declarations and exhibits submitted in  
15 support of or in opposition to a motion to dismiss if they constitute evidence not  
16 referenced in the complaint or are not a proper subject of judicial notice.” *See id.* (citing  
17 *City of Royal Oak Retirement System v. Juniper Networks, Inc.*, 880 F. Supp. 2d 1045,  
18 1060 (N.D. Cal. 2012).

19 Relator did not brief or provide any case law to support why the Court should  
20 consider his declaration. Accordingly, the Court will decline to do so, finding that his  
21 declaration raises new facts that could have been raised in the complaint. Relator may  
22 incorporate these facts into any amended complaint. *See Orion Tire Corp. v. Goodyear*  
23 *Tire & Rubber Co.*, 268 F.3d 1133, 1137 (9th Cir. 2001) (“Where counsel is able to posit  
24 possible amendments that would be consistent with the operative complaint and could  
25 also possibly state a claim for relief, the complaint should not be dismissed on its face  
26 with prejudice.”).

1           **B.     Count IV – FCA Retaliation Claim**

2           Defendants move to dismiss Count IV of Plaintiff’s Complaint alleging retaliation  
3 under the False Claims Act. Section 3730(h) of the FCA prohibits retaliation against any  
4 employee “because of lawful acts done . . . in furtherance of an action under this section or  
5 other efforts to stop one or more violations of [the FCA.]”

6           To establish a prima facie case under Section 3730(h), plaintiff must allege three  
7 elements: “(1) the employee must have been engaging in conduct protected under the Act;  
8 (2) the employer must have known that the employee was engaging in such conduct; (3)  
9 the employer must have discriminated against the employee because of her protected  
10 conduct.” *U.S. ex. rel. Hopper v. Anton*, 91 F.3d 1261, 1269 (9th Cir. 1996). A claim for  
11 retaliation under the FCA “does not require a showing of fraud and therefore need not meet  
12 the heightened pleading requirements of Rule 9(b).” *Mendiondo v. Centinela Hosp. Med.*  
13 *Ctr.*, 521 F.3d 1097, 1103 (9th Cir. 2008).

14           **1.     Protected Activity**

15           Section 3730(h) protects employees who have engaged “in furtherance of an action”  
16 under the FCA. *Hopper*, 91 F.3d at 1269. Specific awareness of the FCA is not required,  
17 but plaintiff must be investigating matters which are calculated, or reasonably could lead,  
18 to a viable FCA action. *See id.* (citing *Neal v. Honeywell Inc.*, 33 F.3d 860, 864 (7th Cir.  
19 1994). Acting in furtherance of a *qui tam* action can include “investigation for, initiation  
20 of, testimony for, or assistance” in such an action. 31 U.S.C. § 3730(h). The Ninth Circuit  
21 has held that an employee engages in protected activity where “(1) the employee in good  
22 faith believes, and (2) a reasonable employee in the same or similar circumstances might  
23 believe, that the employer is possibly committing fraud against the government.” *Moore*  
24 *v. California Inst. of Tech. Jet Propulsion Lab.*, 275 F.3d 838, 845 (9th Cir. 2002).

25           Here, Relator was not required to specifically communicate an intention to bring an  
26 FCA action, and Courts within the Ninth Circuit have held that internal reporting is  
27 sufficient to plead the first element. *See United States ex rel. Lupo v. Quality Assurance*  
28 *Servs., Inc.*, 242 F. Supp. 3d 1020, 1028 (S.D. Cal. 2017) (“Relator was not required to

1 specifically communicate an intention to bring an FCA action; section 3730(h) protects  
2 other steps, as well, including internal reporting.”). *See also* 155 Cong. Rec. E1295, E1300  
3 (daily ed. June 3, 2009) (extension of remarks) (statement of Cong. Berman) (stating that  
4 the 2009 amendments to the statute make “clear that this subsection protects not only steps  
5 taken in furtherance of a potential or actual qui tam action, but also steps taken to remedy  
6 the misconduct through methods such as internal reporting to a supervisor or company  
7 compliance department and refusals to participate in the misconduct”).

8 Plaintiff has adequately pled that he engaged in protected activity as to the Overhead  
9 and Fringe Benefits and 2010 G&A Expense Pool Allegations. First, Plaintiffs’ actions  
10 related to the Overhead and Fringe Benefits allegations involve a protected activity.  
11 Plaintiff approached Jeremy Ross, Director of Information Systems, and Scott Thatcher,  
12 Director of Accounting, with his concerns about changing the internal organization  
13 numbers from the 1.13 “International” pool to the 1.05 code “Legacy Management” code.  
14 Plaintiff’s Complaint, as pleaded, indicates that he asked his supervisor Ross “if the  
15 company was trying to bill the United States at a higher rate,” and that his supervisor  
16 responded that “it sure looks that way.” Compl. ¶ 32-36.<sup>3</sup> In contrast to cases where the  
17 relator was “merely attempting” to get an organization to “comply with Federal and State  
18 regulations,” Lim’s actions and questioning of the coding changes show that he was  
19 investigating fraud, which constitutes an act in furtherance of FCA litigation. *See U.S. ex*  
20 *rel. Hopper v. Anton*, 91 F.3d 1261, 1269 (9th Cir. 1996) (“She was not trying to recover  
21 money for the government; she was attempting to get classroom teachers into IEP  
22 evaluation sessions. She was not investigating fraud.”)

23 Second, with regard to the 2010 G&A Expense Pool Allegations, Plaintiff asserts  
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25 <sup>3</sup> Defendants have cited to *Zahodnick v. International Business Machines Corp.*, 135 F.3d 911, 914 (4th  
26 Cir. 1997) for the proposition that internal reporting to a supervisor does not constitute an act in  
27 furtherance of a qui tam action. Courts within the Ninth Circuit have found internal reporting to a  
28 supervisor to sufficiently plead a protected activity, particularly in light of later congressional hearings  
on the statute. *See United States ex rel. Lupo v. Quality Assurance Servs., Inc.*, 242 F. Supp. 3d 1020,  
1028 (S.D. Cal. 2017).



1 that he learned that the entirety of Miranda Marlow's 2009 salary had been submitted to  
2 the G&A Expense Pool, and eventually to the United States, despite the fact that she had  
3 been out for three months on maternity leave. Compl. ¶¶ 45-46. Plaintiff filed a formal  
4 complaint to Lee Davis, Vice President of Contracts, and followed up with Kay Curling,  
5 Senior Vice President of Human Resources, which resulted in the termination of Davis for  
6 ordering this false claim. Compl. ¶¶ 47-51. Accordingly, the Court concludes that  
7 plaintiff's internal reporting sufficiently pleads that he engaged in an action "in furtherance  
8 of" a *qui tam* action.

9 Third, with regard to the 2015 G&A Expense Pool Allegations, Plaintiff appears to  
10 allege that he investigated expense abuses by Antle, including the payment of an annual  
11 golf resort fee, and the use of a personal expense account to fly first class. *See* Compl. ¶ 40  
12 ("By examining Antle's internal Personal Expense account and comparing it to the  
13 Incurred Cost Claim . . . it became obvious that some of Antle's expenses [ ] had been  
14 submitted in to the G&A pool for submission to the United States for payment."). Such  
15 investigation does not sufficiently constitute a protected activity in furtherance of a *qui tam*  
16 action because Plaintiff has not alleged that he internally reported this activity to any  
17 supervisors. Plaintiff's complaint only asserts that he "became aware" of these improper  
18 expenses. Compl. ¶¶ 39-43.

19 Accordingly, Plaintiff has sufficiently pled a protected activity as to the Overhead  
20 and Fringe Benefits and 2010 G&A Expense Pool Allegations. Plaintiff has not  
21 sufficiently pled a protected activity as to the 2015 G&A Expense Pool Allegations.

## 22 2. Notice

23 To satisfy the second element, Plaintiff must adequately allege that Defendants  
24 were aware that Lim was investigating fraud. The element of employer awareness is  
25 necessary to show that the employer possessed the necessary retaliatory intent. *U.S. ex*  
26 *rel. Lockyer v. Hawaii Pac. Health*, 490 F. Supp. 2d 1062, 1084 (D. Haw. 2007). In  
27 cases where courts have found an employer had notice that the employee was engaging in  
28 protected conduct, the plaintiff had produced evidence that he or she voiced a concern

1 about fraud on the federal government or referenced a qui tam FCA action to the  
2 employer. *Lockyer*, 490 F. Supp. 2d. at 1084-85. However, where an employee voices  
3 complaints but does not refer to any allegations of fraudulent conduct against the  
4 government, the employer lacks the requisite knowledge to make out an FCA retaliation  
5 claim. *Id.*

6 Plaintiff's complaint does not adequately allege that he voiced his fraud concerns  
7 as to the Overhead and Fringe Benefit Rate Allegations and 2015 G&A Expense Pool  
8 Allegations such that Defendants would have been aware of his engagement in any  
9 protected activity and would have been aware of a reasonable possibility of qui tam  
10 litigation. Plaintiff's allegations with regard to the Overhead and Fringe Benefit Rate  
11 Allegations are limited to reporting to a supervisor and Director of Accounting about the  
12 change in labor pool. *See* Compl. ¶ 31-33. Plaintiff's complaints appear to be "couched  
13 in terms of concerns" rather than threats or warnings of the possibility of FCA litigation.  
14 This is a step removed from behavior that Courts have found to sufficiently provide  
15 notice to the employer. *See Moore v. California Inst. of Tech. Jet Propulsion Lab.*, 275  
16 F.3d 838, 847 (9th Cir. 2002) (finding genuine issue of material fact where employee  
17 reported concerns to in-house counsel and head of ethics); *U.S. ex rel. Parks v.*  
18 *Alpharma, Inc.*, 493 F. App'x 380, 389 (4th Cir. 2012) (finding that employer lacked  
19 notice of a potential false claims act lawsuit where complaints were "clearly couched in  
20 terms of concerns and suggestions, not threats or warnings of FCA litigation.");  
21 *Mendiondo v. Centinela Hosp. Med. Center*, 521 F.3d 1097, 1104 (9th Cir. 2008)  
22 (complaint directly to CEO about possible "civil and criminal violations").

23 With regard to the 2015 G&A Expense Pool Allegations, the Court agrees that  
24 Plaintiff has not adequately alleged that he reported these allegations to any supervisor.  
25 Accordingly, Salient could not have been put on notice as to these allegations. *See*  
26 Compl. ¶ 39-43.

27 However, Plaintiff *did* report the 2010 G&A Expense Pool Allegations in a formal  
28 complaint to the company's Vice President of Contracts. Compl. ¶ 47. Such a report

1 would have placed Defendants on notice of the possibility of FCA litigation. This is  
2 further supported by the fact that Kay Curling, Senior Vice President, had a meeting with  
3 plaintiff regarding this report. Compl. ¶ 48.

4 Accordingly, the Court finds that Relator has not adequately pled that the employer  
5 had notice as to the Overhead and Fringe Benefit and 2015 G&A Expense Pool  
6 Allegations. However, Relator's filing of an official report resulting in the termination of  
7 an employee who submitted a false claim adequately pleads notice as to the 2010 G&A  
8 Expense Pool Allegations.

### 9 **3. Discrimination Based on Protected Conduct**

10 With regard to the third element, discrimination based on the protected conduct,  
11 the Ninth Circuit has held that it suffices at the pleading stage to simply give notice that  
12 the Relator believes they were terminated because of practices specified in the complaint.  
13 Defendants argue that Relator's termination cannot reasonably be characterized by  
14 retaliation as his termination was the result of the merger between Salient and CRGT.  
15 Dkt. No. 21 at 15. The Court disagrees. The Ninth Circuit does not require a high  
16 showing—other than Relator's belief that he was terminated based on practices specified  
17 in the complaint—and Defendants' argument inherently presents facts that contradict the  
18 truth of the factual allegations in the complaint.

19 Accordingly, the Court concludes that Lim has adequately pled the third factor of a  
20 retaliation claim. *See Mendiondo v. Centinela Hosp. Med. Ctr.*, 521 F.3d 1097, 1104 (9th  
21 Cir. 2008) (citing *Edwards*, 356 F.3d at 1061 (noting that discovery is “often necessary to  
22 uncover a trail of evidence regarding the defendants' intent in undertaking allegedly  
23 discriminatory action”); *Hill v. Booz Allen Hamilton, Inc.*, No. CIV. 07-00034, 2009 WL  
24 1620403, at \*7 (D. Guam June 9, 2009) (“At the pleading stage of an FCA case, it suffices  
25 for a plaintiff to simply give notice that she believes she was terminated because of her  
26 investigations into the practices specified in the complaint.”).

### 27 **4. 2010 Claims – Statute of Limitations**

28 31 U.S.C. § 3730(h) establishes a three year statute of limitations for bringing a

1 retaliation action under the FCA. Effective October 18, 2010, a civil action under 31 U.S.C.  
2 § 3730(h) may not be brought more than 3 years after the date when the retaliation  
3 occurred. Defendants argue that Relator's allegations related to retaliation from 2010 are  
4 time-barred pursuant to this statute. Defendants contend that the Complaint describes only  
5 a single alleged retaliatory act related to the 2010 events—Relator's restriction from the  
6 "payroll" system. The Court agrees that any retaliation claimed based on a restriction from  
7 the "payroll" system would be time barred as more than three years have passed since that  
8 act of retaliation would have been undertaken by Salient.

9       However, Relator's complaint—taking his facts as true and viewed in the light most  
10 favorable to plaintiff—does allege several post-2010 retaliatory acts that could stem from  
11 the background of the 2010 fraud allegations that would not be time barred. *See, e.g., Taul*  
12 *v. Nagel Enterprises, Inc.*, No. 2:14-CV-0061-VEH, 2017 WL 432460, at \*6 (N.D. Ala.  
13 Feb. 1, 2017) (concluding that not all alleged retaliatory actions were more than three years  
14 old at the time of the filing of initial Complaint and allowing a non-time barred claim to  
15 survive summary judgment). These allegations include lower salary increases than an  
16 allegedly comparatively qualified Ms. Mallow, the failure to obtain promotions, and his  
17 2015 termination. *See* Compl. ¶¶ 53-58. Relator does not specify exactly when these  
18 retaliatory actions occurred—depending on the time, the statute of limitations may not  
19 apply. Any amended complaint should clarify the exact retaliatory acts engaged in by  
20 Defendants and when these acts took place.

## 21                   **5. Conclusion**

22       As currently pleaded, the Court concludes that Relator has only adequately pled a  
23 Section 3730(h) retaliation claim as to the 2010 G&A Expense Pool Allegations. The  
24 Court concludes that the 2015 G&A Expense Pool Allegations do not adequately plead a  
25 protected activity or notice to Salient. Similarly, the Overhead & Fringe Rate Benefits  
26 Allegations do not adequately plead notice to Salient. With regard to 2010 claims of  
27 retaliation, the Court finds that any claim based on imposing restrictions on access to a  
28 payroll system to be time barred as that act of retaliation took place more than three years

1 prior to the date this action was filed.

2 Accordingly, the Court will **GRANT in PART and DENY in PART** Defendants’  
3 Motion to Dismiss Count IV with leave to amend, finding that it would not be futile to  
4 allow Plaintiff an opportunity to correct the deficiencies within his complaint. *See, e.g.*  
5 *Reddy v. Litton Indus., Inc.*, 912 F.2d 291, 296 (9th Cir. 1990); *Cook, Perkiss & Liehe, Inc.*  
6 *v. N. Cal. Collection Serv., Inc.*, 911 F.2d 242, 246-47 (9th Cir. 1990).

7 **C. Count I-III – Rule 9(b)**

8 Defendants next argue that Counts I-III must be dismissed as to the 2015 G&A  
9 Expense Pool Allegations because Relator has failed to plead these allegations with  
10 particularity.<sup>4</sup> Under the heightened pleading standard, the pleading must identify the  
11 “who, what, when, where, and how” of the misconduct charged, as well as why the actions  
12 were false or misleading. *See Cafasso, U.S. ex rel. v. Gen. Dynamics C4 Sys., Inc.*, 637  
13 F.3d 1047, 1055 (9th Cir. 2011).

14 Here, the Court finds that Relator has not plausibly alleged with the requisite  
15 specificity his FCA claims related to the 2015 G&A Expense Pool Allegations. The  
16 entirety of Relator’s allegations on this issue describe a \$50,000 annual golf resort fee and  
17 the use of a personal expense account for flying first class. Relator has not adequately  
18 articulated his theory of *how* these expenses were fraudulent. For example, Relator does  
19 not adequately articulate the number of times Antle flew first class and whether this would  
20 be considered to be a fraudulent charge against the United States. While one may surmise  
21 that a \$50,000 annual resort golf fee is a personal expense, Relator has also failed to  
22 articulate “how” that particular expense was fraudulent. In his opposition, Relator  
23 identifies for the first time that there was a discrepancy between internal charges and  
24

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25  
26 <sup>4</sup> Defendants have not moved to dismiss other aspects of the fraud allegations, including the Overhead  
27 and Fringe Benefit Rate Scheme or the 2010 G&A Expense Pool Allegations. Plaintiff argues that the  
28 Court should not dismiss Counts I-III as to these actions because Defendants were provided with  
detailed allegations regarding these actions. Dkt. No. 23 at 7. As Defendants have not moved to dismiss  
on the merits of these allegations, the Court need not address this issue.

1 expenses billed to the government, which are allegations that may be incorporated into an  
2 amended complaint. Dkt. No. 23 at 7. Moreover, Relator makes the conclusory allegation  
3 that Kuhn “knowingly benefitted from these same practices” without indicating any  
4 specific allegations, misstatements, or fraudulent expenses that are attributable to Kuhn.  
5 Accordingly, the Court dismisses for lack of specificity any allegations related to the 2015  
6 G&A Expense Pool in Counts I-III of the Complaint with leave to amend. The Court will  
7 grant Relator’s request to “describe in further detail how submitting personal expenses such  
8 as first class flights and golf resort memberships in to the G&A fund is illegal.” Dkt. No.  
9 23 at 8. *See, e.g., Reddy v. Litton Indus., Inc.*, 912 F.2d 291, 296 (9th Cir. 1990).

#### 10 **IV. Defendants Kuhn and Antle**

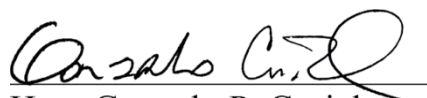
11 Finally, the Court observes that only Defendants Salient CRGT and Salient Federal  
12 Solutions have moved to dismiss the Complaint. The docket for this case does not indicate  
13 whether Defendants Brad Antle and J.D. Kuhn were served with service of the Complaint.  
14 No notices of appearance have been entered on these defendants’ behalf. To the extent that  
15 Relator seeks to file an amended complaint and seeks to continue to include Antle and  
16 Kuhn, Relator is directed to serve these defendants with any First Amended Complaint.  
17 Failure to do so may result in dismissal of this action as to these defendants.

#### 18 **CONCLUSION**

19 Accordingly, the Court will **GRANT in PART and DENY in PART** Defendants’  
20 Motion to Dismiss Count IV and the allegations of Counts I-III related to the 2015 G&A  
21 Expense Pool with leave to amend. Any amended complaint should be filed within  
22 **Thirty Days** of the entry of this Order. The hearing currently set for June 1, 2018 is  
23 **VACATED.**

24 **IT IS SO ORDERED.**

25 Dated: May 9, 2018

26   
27 Hon. Gonzalo P. Curiel  
28 United States District Judge